Board of Education
March 9, 2021 – Regular Meeting
Zoom Meeting

MEMBERS PRESENT: Chair Mary Tomasi, Vice Chair Chris McGlynn, Amy Domeika, Suesen Hickey, Jessica Morozowich, Joanne Rose, Mitch Koziol.

ADMINISTRATION PRESENT: Superintendent Jeffrey Burt, Bacon Academy Principal Matt Peel, Colchester Elementary School Principal Judy O'Meara, Jack Jackter Intermediate School Principal Elise Butson, Director of Pupil Services and Special Education Kathleen Perry, Director of Education Operations Mario Hurtado, Director of Human Resources Shannon Ramsby, Director of Technology Darren Smith, Board of Finance Chair Rob Tarlov, Board of Finance Michael Egan.

1. **MEETING OPENING**
   1.1 Call to Order
   Chair Mary Tomasi called this Regular Meeting of the Board of Education to order at 6:02 pm with a rollcall to establish a quorum. All members present.

2. **ADDITIONS/CHANGES TO THE AGENDA**
   No additions or changes were requested.

3. **RECOGNITIONS/ACKNOWLEDGEMENTS**
   3.1 BOE Appreciation
   JJIS Presentation for the BOE
   JJIS VAHLs in Mrs. Leonard's Class
   JJIS Jaguar Band
   Mrs. Cannata's 1st Grade Class
   Mrs. Totten's 5th Grade Class
   As this is Board Appreciation Month, students presented the Board with cards and videos to show their appreciation.

   3.2 First Grade Student Nolan Goggin
   First grader Nolan Goggin saw food being wasted and began to worry about the families in our Colchester community that might not have food. He worked with his teacher and they discussed ways to make a difference. After learning more about the Colchester community and the needs of those around us, all of the first grade classes decided to start a food drive and donate the collections to the Gemma E. Moran Food Bank that services all of New London County. The first graders worked hard to reach out to members of the community by asking for their support with this project. The goal of the first grade classes was to spread love by giving back. They worked hard to fill Mrs. Amado's office with food that was donated. They collected 1,850 items. The teachers were: Kelly Keenan, Amy Rowe, and Meghan Barrows.

   Nolan Goggin joined the meeting and spoke to the Board about his food drive, while in line at the store and telling his Mom about the food drive, a lady overheard his conversation and donated $200 to his project.

   3.3 Kindergarten Teacher Katie Kehoegreen
   Katie Kehoegreen has been a critical leader in the district's diversity, equity, and inclusion work. As co-chair of the district DEI committee, she has been instrumental in facilitating meetings, organizing school-based parent focus groups, gathering resources for staff, and guiding the committee in the development of a mission and goals, and the

development of a lasting partnership with an outside organization, the National Conference for Community and Justice. She's helped to organize district-wide training for staff and is working closely with the DEI curriculum subcommittee to use a tool to evaluate how culturally responsive our curriculum is.
She has worked tirelessly at the building level as well, leading the CES DEI Committee. She developed a list of tiered resources of a variety of mediums for staff to access to increase their knowledge in diversity and equity work. These resources are designed to meet teachers where they are within the work and include books, articles, videos, podcasts, etc. Katie has written PTO grants for picture books and multi-cultural crayons to expand representation in not only her classroom but in the school as a whole, and is working with the school committee to add in layers of diversity, equity, and inclusion into the CARES (social emotional learning) curriculum. She's been a leader in the development of school-wide projects including highlighting traditions from different cultures in the month of December and helping to organize the celebration of Black History Month through highlighting influential black Americans. This celebration culminated with the creation of "The Colors of Us" wall at CES to highlight and celebrate the beauty in different skin colors.

Thanks to the dedication and leadership of Katie Kehoegreen, Colchester Public Schools is making great gains in diversity, equity, and inclusion.

K. Kehoegreen also joined the meeting and said this was a group effort and she enjoyed working with the administrators and teachers and is excited seeing growth and change .

4. PUBLIC COMMENTS

Mike Caplet thanked and wants to celebrate the Board members for the time they put in, especially this year. As a parent of the at home model for CES and JJES students, the teachers have been fantastic and it has been an extremely positive experience for his children.

5. REPORT FROM SUPERINTENDENT

5.1 Pandemic/Vaccinations Update

Superintendent Burt said Colchester Elementary School (CES) and Jack Jackter Intermediate (JJIS) were closed Monday after many teachers experienced side effects from recent vaccinations. Additional teachers will have shots this Friday. Schools continue to be diligent and keep up to date with Centers Disease Control and Prevention (CDC) guidelines and working with state and local health departments.
Graduation may be drive through again or a more traditional graduation on the football field.

5.2 Bacon Academy (BA) Senior Class Update

Principal Peel said some seniors are thriving and others are struggling. Seniors normally carry six credits but now are only required to take the necessary credits to graduate. The administration is paying close attention to grades and attendance. There is a process to monitor senior progress, they can meet with a counselor, teachers and then, if necessary, Principal Peel. The students are responding well to these meetings. This year's seniors have missed out on normal activities for last year and as well as limited sports. It is difficult to do work at home so some students are coming in for 'Wednesday Academy' and some are in for four days when space is available.

5.3 Current Instructional Model Update

Superintendent Burt said CES and JJES students are full time, William J. Johnston Middle

School (WJJMS) will likely go to full time after the April vacation. Parent workshops will be held prior to opening. BA is more difficult as the cohort system cannot be used at BA. Lunches are a concern and classrooms are small. It is difficult to use distancing guidelines in a high school. Other area districts are opening and Superintendent Burt will be in touch with those districts.

Dr. Hewes shared a presentation comparing proficiency levels now and pre-Covid. There is growth with students but there are many students who have missed instructional days that will take time to recover. There is a greater number of students who may need significant support than prior to Covid. There is a need to implement support and create intervention programs for these students.

5.4 2021-2022 Budget Presentation

Superintendent Burt reviewed the proposed budget for the 2021-2022 school year. The proposed budget is a 3.23% increase over last year for a total of $42,652,270, an increase $1,335,660. This budget hopes to support students' recovery from impact of pandemic, sustain current instructional and operational programming, maintain funding for long-range planning in facilities, technology and security, and to strengthen instructional support with possible grant opportunities.

The Proposed 2021-2022 Budget is on the Board of Education website and questions may be sent to budget@colchesterct.org

5.5 Communications

A letter was received from John Ambrose advocating the return to full time school at BA.

6. POLICIES/REGULATIONS FOR FIRST READING

6.1 Authorizing Minor Policy Edits

Superintendent Burt requested that Policy Committee consider allowing the Superintendent to make minor adjustments to policies such as re-establishing policy series numbers, fixing grammatical or spelling errors, and adjusting titles as needed. The Policy Committee approved the request to forward to the full BOE for approval. The Policy Committee will be informed of any changes in the non-substantive section of meetings; changes will also be forwarded to the full BOE for information.

6.2 1312P General Complaint Procedures

6.3 4212.42P Drug and Alcohol Testing for School Bus Drivers

6.4 5111P Admissions/Placement

6.5 5145.14P On-Campus Recruitment

As these are first readings, no action was taken.

7. PRIORITY DISCUSSION/ACTION ITEMS

7.1 2021-2022 Healthy Food Certification Statement (ED099)

Colchester is in full compliance with the state requirements. This report is filed through the state's online reporting system.

Motion by: J. Rose

to certify that the Colchester Public Schools Food Service Program meets Connecticut Nutrition Standards for public schools.
Second by: J. Morozowich.
Vote: Unanimous to approve.

7.2 Bacon Academy Graduation Date
Discussion of setting the graduation date for Bacon Academy. The last day of school is currently June 17, 2021 and there is one built-in snow day remaining. The proposed date of graduation is Saturday, June 19th.
Motion by: A. Domeika
to approve June 19, 2021, as Bacon Academy Graduation Day.
Second by: C. McGlynn.
Vote: Unanimous to approve.

8. GRANTS/OTHER/FINANCIALS - None at this time.

9. CURRICULUM/INSTRUCTION/ASSESSMENT - None at this time.
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10. POLICIES/REGULATIONS FOR A SECOND READING
10.1 3420P Tuition Fees
10.2 4115P Evaluation -Certified
10.3 4214P Transfer/Reassignment
10.4 5124P and 5124R Reporting to Parents
10.5 4218.4P Surveillance on School Property (Personnel)
10.6 5131.11 Surveillance on School Property (Students)
10.7 5131.911P Bullying Prevention and Intervention
10.8 5145.5P Policy Regarding Title IX of the Education Amendments of 1972-Prohibition of Sexual Discrimination and Sexual Harassment (Students)
Item 10.3 is tabled for further review.
Motion by: J. Rose
to approve Policy Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7 as above.
Second by: J. Morozowich.
Vote: Unanimous to approve.

11. NON-SUBSTANTATIVE POLICIES - None at this time.

12. CONSENT AGENDA
12.1 Approval of February 9, 2021 Meeting Minutes
12.2 Approval of February 25, 2021 Special Meeting Minutes
12.3 Bacon Academy Request for Disposal
Motion by: M. Koziol
to approve the Consent Agenda Items 12.1, 12.2, 12.3.
Second by: S. Hickey.
Vote: Unanimous to approve.

13. REPORTS FROM BOARD COMMITTEES
13.1 Policy – no meeting this month

13.2 Budget – J. Morozowich reported that there were not many changes. There are reductions in in the magnet school tuition, the BA dishwasher has been installed, the Cafeteria Fund remains about the same for projected deficit, and the Health Insurance Reserve Account is strong.

13.3 Personnel – A. Domeika reported the committee met with Human Resources Director Shannon Ramsby to standardize the HR report. There were 34 new hires since December 2020. The new hires include 21 tutors, one resignation, seven retirements, one termination and 34 FLMA requests – up 31%. Employees are 80% full time, 9% part time and 11% temporary employees. Less than 1% are Asian/Black, 1% Hispanic and 76% are female with 24% male employees.

13.4 Ad-Hoc Curriculum – no meeting

13.5 Ad-Hoc Diversity, Equity, and Inclusion –

"Update for the BOE "Diversity, Equity and Inclusion Committee" March 9, 2021 -Two meetings were held since the last Board of Education meeting in February. February 10, 2021 and February 24, 2021; the ad hoc Committee reviewed a draft document; definitions of Diversity, Equity, Inclusion and Cultural Competence. The draft document will eventually be utilized along with an expanded definition of "Educational Equity" and The Connecticut State BOE Five Year Plan (2016-2021) "Ensuring Equity and Excellence for All Connecticut Students" to develop Goals for the Colchester's BOE ad hoc DEI Committee.
The ad hoc DEI Committee also met with a representative from NCCJ (The National Conference for Community and Justice) located in Windsor CT for a presentation regarding their work; trainings and consultation. Next meeting is March 10 at 5:00pm."

Submitted by Joanne Rose

14. REPORTS FROM BOARD LIAISONS

- BA Project Grad Liaison – no report
- Board of Finance Liaison - J. Morozowich filled in for A. Domeika at the Board of Finance meeting and was able to view the Police Department's budget presentation learning the needs of the Town and the Police Department.
- Board of Selectmen Liaison – no report
- Building Committee Liaison – no report
- Collaborative for Colchester's Children (C3) Liaison – no report
- Commission on Aging – no report
- Diversity, Equity, and Inclusion Liaison
- Fire Department Liaison – no report
- Parks & Recreation Liaison – no report
- Police Commission Liaison – no report
- PTO Collaborative Liaison – no report
- School Readiness Council Liaison – no report
- Senior Center Liaison – no report
- Youth & Social Services Liaison - A. Domeika reported that Youth Services is considering a Learning Lab opportunity for high school students.

15. BOARD ANNOUNCEMENTS and INFORMATION ITEMS

15.1 Budget Calendar

15.2 WJJMS raises $649.32 for CT Children's Medical Center

15.3 Next Meetings

MEETING	DATE	TIME	LOCATION
DEI Committee	March 10, 2021	5:00 PM	Virtual
Policy Committee	March 15, 2021	5:30 PM	Virtual
Board of Education (workshop)	March 16, 2021	6:00 PM	Virtual
Board of Education (workshop)	March 23, 2021	6:00 PM	Virtual
DEI Committee	March 24, 2021	5:00 PM	Virtual
Board of Education	March 30, 2021	6:00 PM	Virtual
Budget Committee	April 1, 2021	9:00 AM	Virtual
Personnel Committee	June 7, 2021	5:30 PM	Virtual

15.4 Monthly Student Enrollment for March is 2204
15.5 Approved Committee Meeting Minutes
15.6 Monthly Budget Reports
15.7 Cafeteria Fund
15.8 Budget Transfers Under $5,000
15.9 Regulations – None at this time
Information items only, no action taken.

16. PUBLIC COMMENT
No comments received.

17. ADJOURNMENT
Chair Tomasi adjourned this meeting at 8:17 pm.

Respectfully submitted,

Mary Jane Slade
Recording Secretary